

MONTGOMERY COUNTY FIRE AND RESCUE COMMISSION
HUMAN RESOURCES, SAFETY AND TRAINING COMMITTEE
SPECIAL MEETING

JUNE 26, 2000

EOB 12th FLOOR CONFERENCE ROOM

COMMITTEE MEMBERS PRESENT:

Chair Commissioner Anita Powell
Commissioner Tom Carr
Commissioner Len Marco
Assistant Chief William Henry (Alternate)
Delegate Marcine Goodloe, MC Fire Board

OTHER ATTENDEES:

George Giebel, MCFRS
Amy Davis, Vice President, Local 1664
Captain Richard Holzman, DFRS
Captain Bill Kang, DFRS
Richard Melnick, OCA
Annette Cheng, MCFRS

1. Call to Order – Chair Powell

The Human Resources, Safety and Training Committee meeting was called to order by Committee Chair Powell at 5:00p.m. in the EOB 12th floor conference room.

2. Code of Ethics and Personal Conduct Regulation

The Committee suggested the following changes to the Code of Ethics and Personal Conduct Regulation:

- page FRC-2, sec.1.a: strike *and after policies*; add , *and applicable collective bargaining agreement after procedures*.
- page FRC-3, sec.3 - Harassment: delete *when such conduct is based on an individual's race, color, religion, creed, ancestry, national origin, age, sex, marital status, sexual orientation or disability after environment*; add *including discrimination*.
- page FRC-3, sec.3 – On-Duty Personnel: replace 2nd sentence with This includes anytime fire and rescue personnel in an operational area of a MCFRS station or a DFRS office or satellite location, at the scene of an incident, or in a DFRS or LFRD vehicle. Examples of such areas include the watch office, day room, apparatus bays, bunkroom, exercise areas and business offices. Private banquet facilities would not be covered in this section.
- page FRC-4, sec.3, last paragraph, last sentence: add *audio, internet* to material.
- page FRC-4, sec.4.a: *Mr. Giebel will work with Commissioner Carr on adding a definition for serious violations*.
- page FRC-5, sec.4.c.2: *put a period* after discriminatory; delete remaining language.

In agreeing to delete, that you cannot harass a person because of their fire and rescue affiliation, Ms. Goodloe said, while Assistant Chief Henry was correct, that it should be understood. However, she wanted it for the record both in our minutes and those of the FRC that affiliation will not be permitted.

- page FRC-6, sec.4.4.A: strike *bearing LFRD or DFRS identification*.
- page FRC-7, sec.4.c.5.B: insert *which may affect their job performance* after *non-prescription medications*
- page FRC-8, sec.4.d: delete *obtained while on-duty*
- page FRC-8, sec.5.b.1: change *highest elected* with *Department Head*
- page FRC-9, sec.5.b.2.A: add *The LFRD official must then provide a written report describing the incident to the designated DFRS District Chief* as last sentence.
- page FRC-10, sec.5.c: strike entire sentence

A MOTION was made by Ms. Goodloe to adjourn the meeting. MOTION SECONDED by Commissioner Carr and PASSED unanimously.

The meeting was adjourned at approximately 8:35 p.m.